

Diversity Plan Summary

Projected Vacancies for FY 2009

Agency	FY 2009 Vacancy Estimates
Administrative Services	35
IADA	1
Blind	0
Civil Rights	9
Commerce Alcoholic Bev	5
Commerce Banking	4
Commerce Credit Union	1
Commerce Insurance Division	4
Cultural Affairs	2
Corrections	100
Corrections – Clarinda	23
Economic Development	7
Education	N/A
Education-Vocational Rehabilitation	N/A
Elder Affairs	3
Ethics and Campaign Disclosure	0
Human Rights	3
Human Services	500
Finance Authority	0
Inspections and Appeals	35
Iowa Communications Network	10
Iowa Law Enforcement Academy	3
Iowa Public Employees Retirement System	8
Iowa Public Television	4
Iowa Utilities Board	3
Lottery	4
Management	2
Natural Resources	N/A
Office of Drug Control Policy	0
Office of Energy Independence	0
Parole	2
Public Defense	10
Public Employee Relations Board	0
Public Health	55
Public Safety	66-83
Revenue	39
Transportation	151
Veterans Home	50
Workforce Development	75
Total	1,214 – 1,231

Diversity Plan Summary

Job Classes Identified as Hard to Fill or High Turnover

EEO Category	Job Class Title	Hard to Fill	High Turnover
1	Officials and Administrators		
	Executive Officer	X	
	Utility Administrator	X	
2	Professional		
	Accountant	X	
	Accountant Auditor 1	X	X
	Compliance Officer 1		X
	Community Health Consultant	X	
	Construction Design Engineer	X	
	Credit Union Examiner		X
	Health Facilities Surveyor	X	X
	Information Technology Specialist (various selectives)	X	X
	Law Enforcement Instructor	X	
	Nurse Practitioner	X	
	Pharmacist	X	
	Physician	X	
	Psychiatrist	X	
	Psychologist	X	
	Registered Nurse	X	
	Safety/Health Consultant	X	
	Senior Industrial Hygienist	X	
	Telecommunications Design Specialist		X
	Telecommunications Engineer	X	
	Utility Administrator	X	
	Utilities Regulation Engineer	X	
	Utilities Regulation Specialist		X
	Utilities Regulation Inspector	X	
	Workforce Advisor		X
3	Technicians		
	Architectural Technician 2		X
	Human Resource Associate		X
	Licensed Practical Nurse	X	X
	Planning Aide 3		X
4	Protective Service – Sworn		
	Correctional Officers		X
5	Protective Service – Non-Sworn		
	Not Used by the State of Iowa		

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6	Administrative Support		
	Clerk Advanced		X
	Mail Clerk 2		X
	Secretary (legal selective)	X	
	Typist		X
7	Skilled Craft		
	Communications Technician	X	
	Electrician	X	
	Energy Management Technician	X	
	HVAC Technician	X	
	Maintenance Repairer		X
	Mechanic	X	
8	Service and Maintenance		
	Custodial Worker		X
	Reproduction Equipment Leader		X
	Resident Treatment Worker		X
	Transport Driver		X
	Warehouse Operations Worker		X